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Florida Agricultural and Mechanical University

Tallahassee, Florida

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FREDERICK S. HUMPHRIES, PRESIDENT

OFFICE OF THE PRESIDENT

August 23, 1994

Mr. Gerald M. Gee
Assistant Professor
School of Journalism,
Media and Graphic
Arts
Florida A&M University

CONFIDENTIAL

Dear Mr. Gee:

This serves as a formal notification of complaints that were filed with the University under University Rule 6C3-10.125. The complaints alleging racial discrimination were forwarded to this office for formal investigation of charges made by several students in the School of Journalism, Media and Graphic Arts in accordance with 6C3-10.125.

The students alleged that the racial discrimination occurred while enrolled in PUR 4001 taught by you in the Fall of 1993. The alleged incident occurred during a class discussion on September 20, 1993.

You are requested to respond in writing to my office by Monday, August 29, 1994 to the allegation of racial discrimination, more specifically, whether statements made by you during your PUR 4001 class on September 20, 1993 were derogatory, racially demeaning or inappropriate. A subsequent meeting will be scheduled to review the complaint and your response.

A fact finding will be conducted to ascertain information in order to respond to the following:

(1) Whether the students experienced racial discrimination by you in the classroom, and

(2) Whether any slurs, innuendos or other verbal or physical conduct reflecting on an individual's race or ethnic background had the purpose or effect of creating an intimidating, hostile or offensive educational environment or had the purpose or effect of unreasonably interfering with the individual's school performance or class participation or whether it affected the individual's educational opportunities.

(3) Determine what action is required by the University for relief.

Please be advised that it is the policy of Florida A&M University that each member of the University community be permitted to work or attend class in an environment free from any form of discrimination including race, color, age, disability, sex, marital status, veteran status, and sexual harassment, as prohibited by state and federal statutes, University Rule 6C3-103. Attached is a copy of this rule and the complaint procedures under University Rule 6C3-10.125. With this writing, you are duly notified that the above-referenced policy prohibits retaliation in

any manner against the complainants directly or indirectly. This includes slurs, innuendos or other verbal or physical conduct which has the purpose or effect of creating an intimidating, hostile, or offensive work/study environment.

Further, please be assured that a thorough and impartial investigation will be made in an effort to obtain the facts relative to charges, and every effort will be made to resolve this complaint as expeditiously as possible.

Should you need to discuss this communication and/or any other factors related to this complaint or investigative procedures, please feel free to contact me at 599-3076.

Sincerely,

/s/ Carrie M. Gavin
Carrie M. Gavin
Assistant Director
Equal Opportunity Programs

CMG/ba

Enclosures

xc: Dr. Frederick S. Humphries
Dr. Richard A. Hogg
Dean Robert M. Ruggles
Dr. James E. Hawkins
Atty. Bishop Holifield
Ms. Mary R. Vaughn